

# Effective Employee Assistance Programs

A Guide for EAP  
Counselors and Managers

Gloria Cunningham

Supplemental for  
**SISHS**  
for Human Services Series

# Effective Employee Assistance Programs A Guide For Eap Counselors And Managers

**Michael Carroll**



## **Effective Employee Assistance Programs A Guide For Eap Counselors And Managers:**

**Effective Employee Assistance Programs** Gloria Cunningham,1994-01-05 Despite extensive literature there is little information dealing with the core responsibilities of Employee Assistance Program EAP counsellors and the counselling of employees and dependants This book bridges the gap by providing a lucid discussion on the counselling of troubled workers The author pays special attention to theoretical orientations practice models and intervention techniques that are most effective in helping employees with chemical dependency physical health family difficulties and more Although the major focus is direct counselling content regarding management of EAPs is included to provide a more comprehensive resource

Effective Employee Assistance Programs Gloria Cunningham,1994-01-05 Suitable for anyone currently active in the field of Employee Assistance this volume will also be an important resource for students and professionals in the fields of social work substance abuse clinical and counseling psychology management and public administration *EMPLOYEE*

*ASSISTANCE PROGRAMS: Wellness/Enhancement Programming (4th Ed.)* Michael A. Richard,William G. Emener,William S. Hutchison,2009 This landmark text discusses current issues and trends to help employee assistance and human resource professionals do their jobs better and help people live happier more productive lives by providing them with the resources to deal with personal problems The current spiraling and escalating rate of change within the business and working world fueled by other events and phenomena since September 11 2001 were the impetus and driving force behind the initiative and development of this new fourth edition This book contains 43 chapters a total of 21 are from the first two editions eleven were written specifically for the third edition and eleven new chapters were exclusively written for this new fourth edition While savoring the still pertinent meaningful and relevant to today materials from the previous editions there are nine new updates written by an all star team of experts in their respective areas The topics include history and philosophy structure and organization client services and characteristics program planning and evaluation professional and paraprofessional training and development special issues selected examples and future directions An excellent textbook for college and university courses and preparation source this book is a must for professionals wanting to be up to date on employee assistance programming for students in graduate courses and seminars for college and university courses and in service training and continuing education programs **Drug Abuse Curriculum for Employee Assistance Program**

**Professionals** ,1989 *Drug Abuse Curriculum for Employee Assistance Program Professionals* DIANE Publishing Company,1995-07 Identifies the critical issues and information needs of the field and to develop a training program which was responsive to the identified needs Designed to assist employee assistance program EAP professionals in understanding and addressing employee drug abuse problems *New Directions in Counselling* Rowan Bayne,Jenny Bimrose,Ian Horton,2002-09-11 *New Directions in Counselling* responds to major changes currently affecting counselling A team of well known contributors identify the pressures forcing change taking into account national and European legislation and the drive

from within counselling towards greater professionalism and accountability Part one considers the impact of accreditation National Vocational Qualifications NVQs developing Codes of Ethics and evaluating effectiveness Part two looks at new interventions for common problems such as smoking depression stress and abuse new settings for counselling including the workplace and medical practice and new techniques such as using narratives The final part discusses issues in training raising questions about the place of a feminist perspective and whether there are still myths about counselling which need to be challenged New Directions in Counselling makes a timely response to questions affecting all counsellors whether in training or practice

**Effectively Managing Human Service Organizations** Ralph Brody, 2005 Now in its Third Edition Effectively Managing Human Service Organizations continues to provide invaluable advice for achieving managerial success Ralph Brody dissects and diagnoses common workplace dilemmas arming practicing managers with the skills to implement positive changes in their organizations While retaining much of the valuable information from the previous editions the Third Edition adds up to date information and ideas to chapters on developing leadership planning strategically solving organizational problems addressing challenging employee situations monitoring financial statements improving internal and external communications and obtaining funding from private foundations Easy to read the book contains hundreds of real life examples and specific guidance in developing skills necessary to manage large and small organizations

**Effectively Managing and Leading Human Service Organizations** Ralph Brody, Murali Nair, 2013-11-21 Now in its Fourth Edition Effectively Managing and Leading Human Service Organizations continues to provide invaluable creative ideas for achieving managerial success Authors Ralph Brody and Murali Nair dissect and diagnose common workplace dilemmas offering current and future managers the skills to implement positive changes in organizations large and small Easy to read this book connects a conceptual framework and essential managerial practices with hundreds of real life examples and case studies of applied managerial skills in organizational settings

**Workplace Counselling** Michael Carroll, 1996-06-27 An invaluable resource book for anyone counsellors EAP providers and companies involved in workplace counselling Helpful and informative it is set to become a classic text in its field Counselling and Psychotherapy The Journal of the British Association for Counselling and Psychotherapy Accessible and meaningful a valuable contribution to the growing body of literature on counselling in specific contexts and Michael Carroll is to be congratulated for his skill in pulling together so many strands that influence the workplace counsellor's role Human Resource Management Journal Hand in hand with the increase in numbers of organizations offering counselling for their employees comes a growing demand for counsellors who are skilled not only in helping the individual but also in managing the counselling process within a workplace setting This practical book provides core guidance on how to operate best in an employee counsellor role and how to tackle the issues such a role raises Michael Carroll presents a generic integrative model of employee counselling which shows readers how to organize administer and manage the counselling process from assessment to termination within an organizational setting In so doing

he discusses the tasks and responsibilities of employee counsellors covering such vital areas as how to contract with organizations the impact of the organization on the counselling process evaluation ethical dilemmas loyalty clashes and training and supervision     *The Employee Assistance Handbook* James M. Oher,1999-06-25 This book edited by a member of the EHS class of 1966 presents a review of the best practices in Employee Assistance Programs     **Case Studies in Organizational Communication 2** Beverly Davenport Sypher,1997-05-10 Spotlighting the central role of communication in today s varied workplace this up to date collection of new case studies will succeed its highly acclaimed predecessor as a valued reference and teaching text The studies both highlight creative and positive uses of communication and demonstrate how communication practices can hinder organizational functioning Topics addressed include new communication technologies the dynamics of teamwork cross cultural communication sexual harassment and stress and burnout Back cover

*Drug Abuse Curriculum for Employee Assistance Professionals* ,1989     **Improving Substance Abuse Treatment** Michele J. Eliason,2007-05-18 This book is an attempt to bridge the gap between research on substance abuse treatment programs and what actually goes on in the field of substance abuse treatment It is aimed at both the academic and practitioner market as is Perkinson and it clearly describes how to determine what evidence based practice is and it addresses some of the challenges that practioners and agency directors might face in implementing EBP The book is well written and highly practical It contains two complete case studies that outline two examples of Evidence based practice which will be particularly useful in the course market     Encyclopedia of Industrial and Organizational Psychology Steven G. Rogelberg,2007 Publisher description     **Handbook of Counselling in Organizations** Michael Carroll,Michael Walton,1997-02-24 This major handbook covers all aspects of counselling within an organizational context The authors provide a thorough examination of all the key areas and concerns in the field including models of counselling in organizations assessing the organization for counselling provision introducing counselling into the organization how the organization can impact on the counselling process understanding and working with the organization as a counsellor evaluating counselling provision within organizations and training and supervising counsellors working with organizations     **Family Policies and Family Well-Being** Shirley L. Zimmerman,Shirley Zimmerman,1992-07-20 Exploring the connections between family policies individual and family well being and political culture this volume examines several research projects and concludes that their results challenge the view that governmental social programmes in the United States have been detrimental to family life The results also clarify the relationship between states political cultures and the kinds of family policies enacted Additionally Zimmerman provides guidelines to aid the development of a policy agenda designed to enhance the well being of individuals and families regardless of where they live     **Strategic Alliances Among Health and Human Services Organizations** Darlyne Bailey,Kelly McNally Koney,2000 With a focus on relationship building this book offers theoretical and practical information to organizations considering and negotiating this process Throughout the book employs actual case

examples of health and human services organizations nationally to illustrate core concepts and offer insights into why and how organizations are forming strategic alliances to fulfill their missions and better address the consumers needs      **Social Work in Health Care** Surjit Singh Dhooper, 2012 This book is a comprehensive look at the US healthcare industry from its historical development to its current status It pays particular attention to four domains of health care and the role that social workers play in these roles in the present day and in the future      **Legal Issues in Social Work, Counseling, and Mental Health** Robert G. Madden, 1998-03-09 As a psychotherapist what do you need to know about the law How does the legal system support or fail to support your work or the delivery of mental health services generally What can you do to make use of the law and the legal system to improve your practice and to protect yourself Filling a significant gap in the social work and other psychotherapeutic literature Legal Issues in Social Work Counseling and Mental Health presents clearly and comprehensively what mental health and other direct practice professionals need to know to respond to the legal issues that surround practice This volume covers a wide range of topics including providing testimony responding to subpoenas dealing with an attorney influencing the legal system and understanding the legal side of the business of psychotherapy The author also discusses various direct practice and human service issues incorporating some of the everyday legal issues these professionals encounter and using case material The book educates counselors and clinicians on the function of the law in their professional lives Through cases and case vignettes the author illustrates the legal processes relevant to clinicians professional lives and suggests alternative behaviors for clinicians that would satisfy legal requirements yet remain within sound practice Helping to demystify the legal system Legal Issues in Social Work Counseling and Mental Health will allow professionals and students in social work human services family studies counseling clinical psychology pastoral counseling and psychotherapy a better understanding of the law      Self-Help and Support Groups Linda Farris Kurtz, 1997-02-04 She provides practical advice and direction to professionals for working with these groups while analyzing self help support organizations on three different levels in terms of the groups themselves the groups members and the practitioner s interaction with the groups In addition this comprehensive volume discusses the most prominent representative associations as examples of different types of groups including Alcoholics Anonymous Recovery Inc National Alliance for the Mentally Ill and the Alzheimer s Association It also examines the rise of telephone and on line self help considering the advantages and disadvantages of this style of group interaction

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